Parole Board Facts - FY '10

http://www.bop.state.ia.us/

General Information

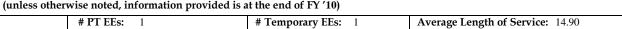
FT EEs:

Address: 510 East 12th Street

Suite 3

Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '10)



Span of Control: 4.00 % Performance Evaluations Completed: 0% Total Unemployment Insurance Claims: 5

Employee Age Groups				Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>	
<25	0	45-54	2	<25	0	45-54	0	# of Females:	5	# of Males:	3
25-34	2	55-64	3	25-34	0	55-64	2	% of WF:	62.50%	% of WF:	37.50%
35-44	1	65+	0	35-44	0	65+	0	Average Age:	43.07	Average Age:	51.57
Employee Average Age: 46.26			Supervis	or Ave	rage Age:	56.49	Average Length	of Service: 16.52	Average Length	of Service: 12.20	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	2	# of Non-minorities:	6
% of Workforce:	25.00%	# of Asian:	0	% of Workforce:	75.00%
Average Age:	56.49	# of American Indian:	0	Average Age:	42.84
Average Length of Service:	21.68	# of Hispanic or Latino:	0	Average Length of Service:	12.64

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	1	# of Persons With Non-Disabilit	ies: 7	
% of Workforce:	12.50%	% of Workforce:	87.50%	
Average Age:	57.64	Average Age:	44.63	
Average Length of Service:	15.62	Average Length of Service:	14.80	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 3	EEO Category 2: 4	EEO Category 3: 0	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 1	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 60.00%	Hire Rate: 20.00%	Number Hires: 2	Transfer In: 0
Retirements: 2	All Terminations: 3	Voluntary Ouits: 1	Transfer Out: 0

# of Classes Used: 7	Most Populous Classes: Parole Board Liaison Officer (2), 6 classes with 1 incumbent each				
Separations - By Class:	Clerk (2), 4 classes with 1 incumbent each				
# Eligible for Retirement: 4 in the next 5 years		% Eligible: 50.00%			

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$8,205.51	\$4,000.00	\$729,850.00	\$67,348.62	0
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$0	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$N/A	Value: \$47,478.26	189.3	\$44,182.37	177.1
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: N/A	160.1	Expense:	136.5	Vacation Days Used:
		\$31,538.89		2.0
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		17.06	Converted Sick Leave To
	\$35,947.98			Vacation Used Expense:
				\$784.16
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	<u>Reclassifications</u>	<u>Grievances</u>
Expense:	0	0	Up (Filled): 0	Contract Grievances: 0
\$0			Up (Vacant): 0	Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 0	Language: 0
Expense:	1.0	\$0	Down (Vacant): 0	Non-Contract Grievances: 1
\$214.80			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 1
Expense:	0	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$0			Reclassified Positions:*	
			\$0	

^{*} based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

$\mathbf{P}_{\text{out}} = \mathbf{P}_{\text{out}} = \mathbf{P}_{\text{out}$	
Females: Begin of Year (FY '10) UU: N/A Minorities: Begin of Year (FY '10) UU: N/A PWD: Begin of Year	Y '10) UU: N/A
Gains/Losses (FY '10): N/A Gains/Losses (FY '10): N/A Gains/Losses	Y '10): N/A
End of Year (FY '10) UU: N/A End of Year (FY '10) UU: N/A End of Year (F	′10) ÚU: N/A

Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010

